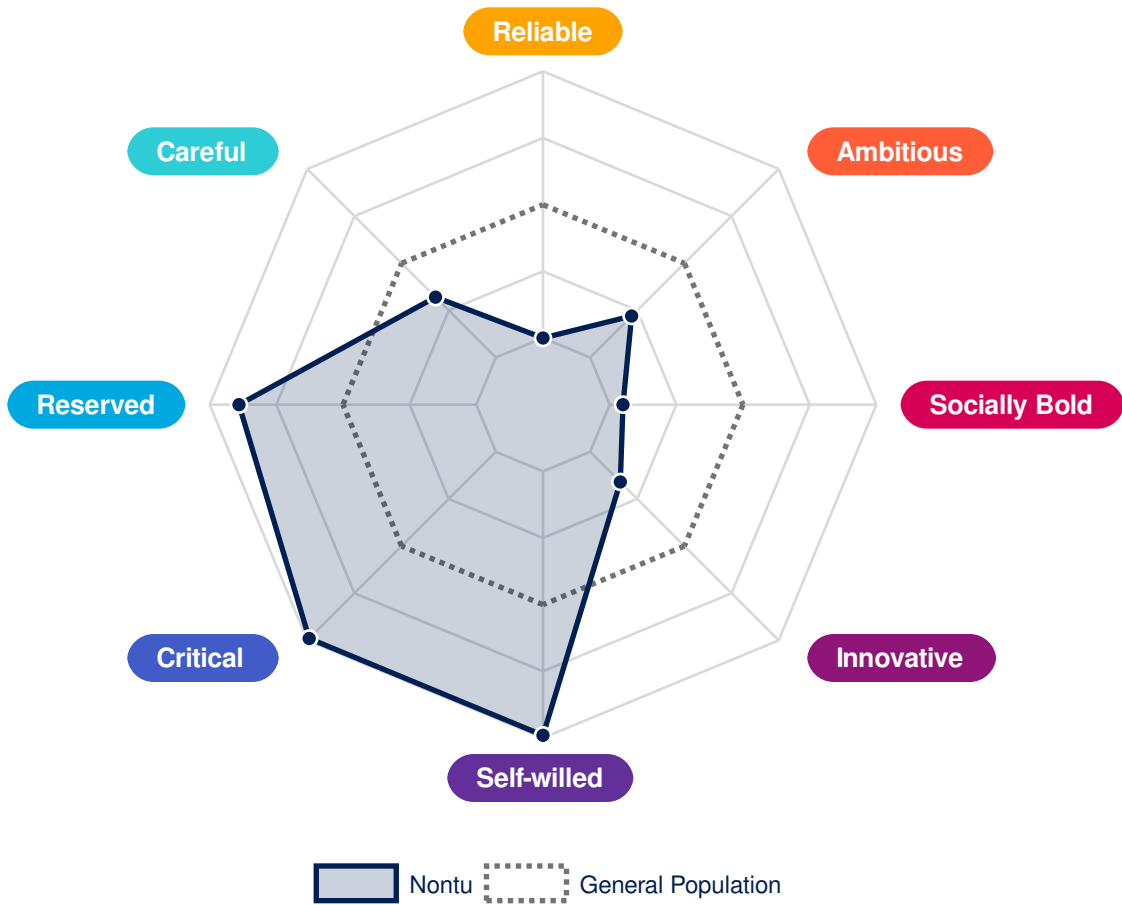


This score report is intended to be shared with the test-taker, and be used in a post-hire setting for the purpose of enhancing self-awareness, and encouraging growth and development. If the candidate agrees, it may also be shared with Nontu's team members, manager and/or direct reports, if appropriate, so that new team members may become aware of Nontu's likely work styles and how their behavioral tendencies may influence interactions with team members in the workplace.

Nontu's Work Personality



Notable Traits

They can be described as:

Very willful

Won't hesitate to question the efficiency of procedures

Very reserved

Prefers others to be the center of attention

Very shy

Most comfortable talking with close friends or colleagues

Very critical

Quick to identify mistakes or flaws in plans



Competency Strengths

People have different competencies that they bring to the workplace and that help them to perform in their job.

In the assessments that Nontu recently completed, their strongest competency was Organizing and planning.

This competency describes a person's likely effectiveness at organizing or structuring their work and making long-term plans.

Leveraging Strengths and Development Suggestions

Motivation and Stressors

As someone who may focus on realistic rather than difficult goals, Nontu is likely to be kind to themselves and not be too disappointed if they cannot always achieve what they set out to do. However, setting high targets may be beneficial for highlighting times where Nontu might be able to achieve more than they may have initially thought they could. Setting targets a little higher than they think is easily achievable might help Nontu make even greater contributions and enhance their potential success at work.

Nontu is likely to be someone who comes up with ideas that are more realistic rather than overly innovative or creative. This suggests that they may prefer to focus on the practical aspects of the task at hand. However, from time to time, Nontu's work may require original, innovative ideas that may push themselves outside of their comfort zone. During these times, Nontu should try to consider how an existing idea could evolve into a new one.

Work Style

Sometimes the best thing to do is know when to give up, and Nontu is likely to feel comfortable leaving impossible tasks unfinished. However, equally, there are times where it is necessary to persevere and overcome obstacles. In these situations, Nontu should try focusing on the aspects that they see as more easily completed, then identify a few ways that Nontu may be able to tackle the more difficult challenges, such as by checking in with others about which parts of the tasks are most important and why.

Nontu is likely to be very comfortable questioning instructions and policies when Nontu feels it could help them do better work. This tendency may assist them in situations where strictly following instructions and policies without question can lead to unintended consequences. However, some rules need to be followed even if those rules may be inconvenient or do not seem important, with deviations possibly leading to disastrous outcomes. Nontu should try focusing on understanding how the rules are important to help Nontu be more comfortable following them.

Thinking Style

Nontu is likely to feel comfortable taking action without needing to carefully consider all the available information. This tendency may help them to take advantage of opportunities without needing to be overly cautious. However, there may be circumstances, especially in high-stakes situations, in which it is important to be careful. Nontu should try to ensure that they are approaching these situations with the appropriate level of caution.

Nontu is likely to be very comfortable evaluating information and ideas critically. They should find this useful when considering the potential weaknesses in ideas and plans, which should mean that Nontu is unlikely to overlook fundamental flaws. However, Nontu may risk seeming unapproachable as others may feel that it is difficult to have their ideas and suggestions accepted by Nontu without criticism. When providing feedback, Nontu should consider adopting a balanced approach by giving a mix of the potential strengths as well as the limitations.

Interaction Style

Nontu is likely to prefer letting others have the spotlight and giving others the chance to distinguish themselves from the group, meaning Nontu is unlikely to be seen as needing attention from others. While it may not be very comfortable for Nontu, it can sometimes be beneficial for them to draw attention to themselves, as it may help them be recognized by other people. Nontu should try identifying situations where it may be beneficial for them to be the focus of attention and stand out from others.

Nontu's preference for talking with people they know may see Nontu dedicating time to building and maintaining those relationships over spending time with people they do not know as well. There may be networking or social situations where Nontu is unlikely to know the other people attending, and those situations are likely to be quite uncomfortable for Nontu. When it is possible, Nontu should consider whether they can encourage a colleague to participate with them to give Nontu a little more confidence to start conversations with new people.

Strengths & Potential Challenges

Strengths

- Nontu will likely be comfortable questioning rules if they think it is necessary to do higher quality or more efficient work.
- Nontu is quite comfortable letting others be the center of attention and stand out from the group.
- Nontu is likely to prioritize talking to people they already have established relationships with or have known for a while.
- Identifying possible mistakes and weaknesses in plans or ideas is likely to come very naturally and easily to Nontu.
- They are likely to be reasonably comfortable completing tasks when there is not enough information to adopt a cautious approach.

Potential Challenges

- They may find it a bit frustrating if they are required to follow procedures or instructions that they think are inefficient.
- Nontu is unlikely to want to be the center of attention even in situations where it is worthwhile for them to do so.
- Nontu is likely to find it uncomfortable if they need to speak with new or unfamiliar people for long periods.
- Nontu's focus on weaknesses may mean that they let the limitations outweigh the possible benefits of plans or ideas.
- They might find it challenging if they need to carefully consider lots of information.